



AFA Hawaiian Airlines

# Mediation Update

February 15, 2019

*Dear Fellow Hawaiian Flight Attendants,*

We made significant progress in our fourth federally mediated session this past week in Portland. We were able to reach tentative agreement on the following Sections: Section 8: **Reserve**, Section 26: **Training**, and Section 5: **Moving**, Section 11: **Scheduling Policy**. As a reminder, “tentative agreement” means that none of these provisions go into effect until the Hawaiian Flight Attendants vote on and ratify the entire new agreement.

We also discussed Section 12: **Pick-ups, Drops, Trades and Exchanges**, but did not reach an agreement on this provision.

**Reserve Section:** The new Reserve assignment negotiated will give greater control to Reserves over what they fly by providing a “self-assignment” process (in seniority order) of available groupings. There will be **three, set, defined RAPS**, and the assignment process will be strictly ordered so that there is little “company discretion” leeway in who gets what trip.



**Why did we do this?** We are hopeful that this will bring more stability to the life of Reserves and allow them to have more control over, and anticipate, what they are assigned. Transparency is the hallmark of this new system.

**Language Flights:** We worked with the company to create a system to address the current problem of not being able to fill open language positions on language groupings.



**Why did we do this?** The service is designed to have the appropriate number of language Flight Attendants onboard the aircraft and it flows better that way. Our difficulty was in successfully crafting a solution that struck a fair balance between the language and non-language Flight Attendants and relative seniority.

**Training Section:** We captured pay for completing the Recurrent Home Study that we currently must complete each year for no pay. Improved scheduling and pay flexibility for those assigned training by the Company.



**Why did we do this?** Years ago, the Home Study took about 15 minutes to complete. It has grown into a major endeavor that we must complete prior to recurrent training every year. Unpaid. Management recognized that this significant work should be paid. We also addressed provisions for the 787 training which will happen at some point in the future.

**Moving Section:** We were able to increase the current flat-rate moving payments.



**Why did we do this?** We were able to settle the outstanding grievances for moving expenses denied Flight Attendants moving back to HNL and get them reimbursed for their expenses. Also, the flat-rate amounts in the contract were negotiated in the early 1980’s and costs have definitely increased. We successfully increased the flat-rate amounts for all Flight Attendants.

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**Scheduling Policy:** We will develop a manual that explains Flight Attendant scheduling.



**Why did we do this?** Our Contract provides important protections; however, it can be complicated and not easy to understand. We want to have a concise and easily understood manual that explains how Flight Attendant schedules work and what happens when the operation goes sideways. This guide will be created by AFA and the company, because it is essential that Flight Attendants and crew schedulers are using the same playbook. Hopefully, it will eliminate the misunderstandings that happen today.

**Recall Pay Correction....FINALLY**

The company has agreed to begin repaying Flight Attendants for incorrectly paid recall that happened in late 2016 and early 2017. The company will be informing individuals who are impacted about the amount owed and the details of when they will be paid. Thanks to the Flight Attendants who brought this to AFA's attention so we could fight to have the situation corrected.

**Going Forward:**



It was smooth flying for most of this session, but buckle up, because we anticipate these talks are about to hit some turbulence at our next session. Important challenging issues are left to be discussed and the company is seeking to put in measures to lower sick leave usage and increase Flight Attendant productivity.

We will continue to update you every month as we have for the last 2 years. Our fight is not over. We are committed to getting the job done and advancing all of our careers. We need your support: when management looks across the bargaining table, they need to see all 2,000+ Flight Attendants in our 'Ohana. Stay informed and engaged. Look for upcoming activities and don't forget to wear your red pins in support of your Negotiating Committee!

**In Solidarity,  
The Negotiating Committee,**

*Sharon Soper, Diana Huihui, Ka'imi Lee, Martin Gusman, Jeff Fuke,  
and Paula Mastrangelo – AFA Senior Staff Negotiator*



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